

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case
16-CA-285056

Date Filed
10-22-2021

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Symphony Society of San Antonio		b. Tel. No. (210) 554-1080
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 115 Auditorium Circle #B7 San Antonio, TX 78205	e. Employer Representative Corey Cowart Executive Director	g. e-Mail CowartC@sasymphony.org
		h. Number of workers employed 73
i. Type of Establishment (factory, mine, wholesaler, etc.) 501(c)(3) tax exempt organization	j. Identify principal product or service symphony orchestra music	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (5) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

SEE ATTACHMENT A

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Local 23, American Federation of Musicians

4a. Address (Street and number, city, state, and ZIP code) 427 North Main Avenue San Antonio, TX 78205	4b. Tel. No. 210-227-3582
	4c. Cell No.
	4d. Fax No. 210-475-0877
	4e. e-Mail info@musiciansofsa.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) American Federation of Musicians, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By David Van Os David Van Os, Attorney
(signature of representative or person making charge) (Print/type name and title or office, if any)

Tel. No. 210-824-2653

Office, if any, Cell No. 210-332-7070

Fax No. 210-824-3333

e-Mail
dvo@vanoslaw.com

Address 8620 N. New Braunfels Ave #101-N. SAN ANTONIO, TEXAS 78217 10/22/21
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

ATTACHMENT A

During the period of six months before the filing of this charge, the respondent employer violated the Act in at least the following respects:

- Engaging in bad faith surface bargaining in midterm reopener bargaining;
- Entering into and conducting such bargaining with a fixed intention to agree to no terms but its own;
- Setting an artificial and arbitrary limit on the funds available for bargaining with the charging party before the initiation of negotiations, and using such preset limit as a pretext to accomplish its fixed intention to use the reopener bargaining to achieve its predetermined goal of draconian cuts in employee compensation and regression in working conditions;
- Refusing to bargain in good faith over the Union's proposals to remedy the respondent's purported revenue shortfall;
- Declaring impasse, with such impasse resulting from the respondent's unfair labor practices;
- Unilaterally imposing deep cuts and regressions in employee compensation, benefits, and working conditions on the basis of the above described invalid impasse;
- Unilaterally altering the negotiated reason for midterm reopener bargaining, which was to make adjustments for pandemic-related reasons, by using the reopener to achieve steep regression in employee compensation and working conditions for reasons unrelated to the Covid pandemic;
- Provoking a work stoppage caused in whole or in substantial part by the respondent's unfair labor practices; and
- Engaging in the above described conduct in order to discriminate against employees because of their membership in and support for the charging party Union.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 16
819 Taylor St Rm 8A24
Fort Worth, TX 76102-6107

Agency Website: www.nlrb.gov
Telephone: (817)978-2921
Fax: (817)978-2928



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October 25, 2021

AMERICAN FEDERATION OF MUSICIANS LOCAL 23
427 N MAIN AVE
SAN ANTONIO, TX 78205-1415

Re: Symphony Society of San Antonio
Case 16-CA-285056

DEAR SIR OR MADAM:

The charge that you filed in this case on October 22, 2021 has been docketed as case number 16-CA-285056. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney BRYAN A. DOOLEY whose telephone number is (682)703-7219. If this Board agent is not available, you may contact Supervisory Field Attorney ROBERTO PEREZ whose telephone number is (210)417-4075.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlrb.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Correspondence: All documents submitted to the Region regarding your case MUST be filed through the Agency's website, www.nlrb.gov. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlrb.gov or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to read "Timothy L. Watson". The signature is fluid and cursive, with a large initial "T" and a stylized "W".

TIMOTHY L. WATSON
REGIONAL DIRECTOR

cc: DAVID VAN OS, ATTORNEY
8620 N NEW BRAUNFELS AVE #101-N
SAN ANTONIO, TX 78217



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

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October 25, 2021

COREY COWART, EXECUTIVE DIRECTOR
SYMPHONY SOCIETY OF SAN ANTONIO
115 AUDITORIUM CIRCLE #B7
SAN ANTONIO, TX 78205

Re: Symphony Society of San Antonio
Case 16-CA-285056

DEAR MR. COWART:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

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Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not

enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

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We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to read "Timothy L. Watson", with a stylized flourish at the end.

TIMOTHY L. WATSON
REGIONAL DIRECTOR

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME	CASE NUMBER 16-CA-285056
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1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)

2. TYPE OF ENTITY

☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify)

3. IF A CORPORATION or LLC

A. STATE OF INCORPORATION OR FORMATION	B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES
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4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS

5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR

6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).

7A. PRINCIPAL LOCATION:

7B. BRANCH LOCATIONS:

8. NUMBER OF PEOPLE PRESENTLY EMPLOYED

A. TOTAL:

B. AT THE ADDRESS INVOLVED IN THIS MATTER:

9. DURING THE MOST RECENT (Check the appropriate box): ☐ CALENDAR ☐ 12 MONTHS or ☐ FISCAL YEAR (FY DATES _____)

	YES	NO
A. Did you provide services valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value. \$ _____		
B. If you answered no to 9A, did you provide services valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided. \$ _____		
C. If you answered no to 9A and 9B, did you provide services valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$ _____		
D. Did you sell goods valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$ _____		
E. If you answered no to 9D, did you sell goods valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$ _____		
F. Did you purchase and receive goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$ _____		
G. Did you purchase and receive goods valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$ _____		
H. Gross Revenues from all sales or performance of services (Check the largest amount) <input type="checkbox"/> \$100,000 <input type="checkbox"/> \$250,000 <input type="checkbox"/> \$500,000 <input type="checkbox"/> \$1,000,000 or more If less than \$100,000, indicate amount.		
I. Did you begin operations within the last 12 months? If yes, specify date: _____		

10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?

☐ YES ☐ NO (If yes, name and address of association or group).

11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS

NAME	TITLE	E-MAIL ADDRESS	TEL. NUMBER
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12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)	SIGNATURE	E-MAIL ADDRESS	DATE
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PRIVACY ACT STATEMENT

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INTERNET
FORM NLRB-501
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**

Case

16-CA-285056

Date Filed

10/28/2021

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Symphony Society of San Antonio		b. Tel. No. 210-5541080	
		c. Cell No.	
		f. Fax No.	
d. Address (Street, city, state, and ZIP code) 115 Auditorium Circle #B7 San Antonio, TX 78205		e. Employer Representative Corey Cowart Executive Director	
		g. e-Mail CowartC@sasymphony.org	
		h. Number of workers employed 73	
i. Type of Establishment (factory, mine, wholesaler, etc.) 501(c)(3) tax exempt organization		j. Identify principal product or service symphony orchestra music	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
The charging party amends the charges in case no. 16-CA-285056 as follows. On October 28, 2021, the employer announced the unilateral cancellation of contractual medical benefits for the so-called "core" musicians identified in its proposals to the Union. This was done without prior notice to the Union. The employer's self-styled "last, best and final" offer specifically proposed to continue the contractual medical benefits of the "core" musicians. The employer's unilateral imposition of contract terms did not state it was eliminating medical benefits for these employees. The employer had already budgeted for these benefits in its "last, best and final" offer. The employer canceled these benefits for "core" employees in order to retaliate and discriminate against employees for exercising their protected rights to engage in a lawful strike in protest of the employer's unfair labor practices. Charging party requests the Board pursue section 10.j. relief.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number)			
Local 23, American Federation of Musicians			
4a. Address (Street and number, city, state, and ZIP code) 427 North Main Avenue San Antonio, TX 78205		4b. Tel. No. 210-227-3582	
		4c. Cell No.	
		4d. Fax No. 210-475-0877	
		4e. e-Mail info@musiciansofsa.com	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) American Federation of Musicians, AFL-CIO			
6. DECLARATION		Tel. No. 210-824-2653	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.			
By <u>David Van Os, Attorney</u> (signature of representative or person making charge)		/s/ David Van Os, Attorney (Print/type name and title or office, if any)	
		Office, if any, Cell No. 210-332-7070	
		Fax No. 210-824-3333	
		e-Mail dvo@vanoslaw.com	
Address 8620 N.New Braunfels Ave. #101, San Antonio, TX 78205		Oct. 28, 2021 (date)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**PRIVACY ACT STATEMENT**

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November 1, 2021

COREY COWART, EXECUTIVE DIRECTOR
SYMPHONY SOCIETY OF SAN ANTONIO
115 AUDITORIUM CIRCLE #B7
SAN ANTONIO, TX 78205

Re: Symphony Society of San Antonio
Case 16-CA-285056

DEAR MR. COWART:

Enclosed is a copy of the first amended charge that has been filed in this case.

Investigator: This charge is being investigated by Field Attorney BRYAN A. DOOLEY whose telephone number is (682)703-7219. If the agent is not available, you may contact Supervisory Field Attorney ROBERTO PEREZ whose telephone number is (210)417-4075.

Presentation of Your Evidence: As you know, we seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations in the first amended charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

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Procedures: Pursuant to Section 102.5 of the Board's Rules and Regulations, parties must submit all documentary evidence, including statements of position, exhibits, sworn statements, and/or other evidence, by electronically submitting (E-Filing) them through the Agency's web site (www.nlrb.gov). You must e-file all documents electronically or provide a written statement explaining why electronic submission is not possible or feasible. Failure to comply with Section 102.5 will result in rejection of your submission. The Region will make its

determination on the merits solely based on the evidence properly submitted. All evidence submitted electronically should be in the form in which it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

If the Agency does not issue a formal complaint in this matter, parties will be notified of the Regional Director's decision by email. Please ensure that the agent handling your case has your current email address.

Very truly yours,

A handwritten signature in black ink, appearing to read "Timothy L. Watson", with a stylized, cursive script.

TIMOTHY L. WATSON
REGIONAL DIRECTOR

Enclosure: Copy of first amended charge

cc: JOHN A FERGUSON JR, ESQ.
SCHMOYER REINHARD, LLP
8000 IH 10 W
STE 1600
SAN ANTONIO, TX 78230



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

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November 1, 2021

LOCAL 23, AMERICAN FEDERATION OF
MUSICIANS
427 N MAIN AVE
SAN ANTONIO, TX 78205-1415

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TIMOTHY L. WATSON
REGIONAL DIRECTOR

cc: DAVID VAN OS, ATTORNEY
DAVID VAN OS & ASSOCIATES, PC
8620 N NEW BRAUNFELS AVE #101
SAN ANTONIO, TX 78217

NATIONAL LABOR RELATIONS BOARD

NOTICE OF APPEARANCE

Local 23, American Federation of Musicians

and

Symphony Society of San Antonio

CASE 16-CA-285056

☒ REGIONAL DIRECTOR

☐ EXECUTIVE SECRETARY
NATIONAL LABOR RELATIONS BOARD
Washington, DC 20570

☐ GENERAL COUNSEL
NATIONAL LABOR RELATIONS BOARD
Washington, DC 20570

THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF

Symphony Society of San Antonio

IN THE ABOVE-CAPTIONED MATTER.

CHECK THE APPROPRIATE BOX(ES) BELOW:

☒ REPRESENTATIVE IS AN ATTORNEY

☒ IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE THAT THE PARTY MAY RECEIVE COPIES OF CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN ADDITION TO THOSE DESCRIBED BELOW, THIS BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WILL RECEIVE ONLY COPIES OF CERTAIN DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS AS DESCRIBED IN SEC. 11842.3 OF THE CASEHANDLING MANUAL.

(REPRESENTATIVE INFORMATION)

NAME: John A. Ferguson, Jr., Schmoyer Reinhard, LLP

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FAX: 210-447-8036

SIGNATURE:

John A. Ferguson, Jr.
(Please sign in ink.)

DATE:

10-27-21

¹ IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 16
819 Taylor Street, Room 8A24
Fort Worth, TX 76102-6107

Agency Website: www.nlrb.gov
Telephone: (817)978-2921
Fax: (817)978-2928

November 8, 2021

MR. JOHN A FERGUSON, JR., ATTORNEY
SCHMOYER REINHARD, LLP
8000 IH 10 WEST, SUITE 1600
SAN ANTONIO, TX 78230

Re: Symphony Society of San Antonio
Case No. 16-CA-285056

DEAR MR. FERGUSON:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

TIMOTHY L. WATSON
REGIONAL DIRECTOR

cc: MR. COREY COWART,
EXECUTIVE DIRECTOR
SYMPHONY SOCIETY OF
SAN ANTONIO
115 AUDITORIUM CIRCLE, #B7
SAN ANTONIO, TX 78205

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427 NORTH MAIN AVENUE
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